Wyre Forest Health Partnership: *One successful and ambitious health partnership working at scale together to provide high quality innovative patient care, delivered by a valued and respected team …*

JOB DESCRIPTION

|  |  |
| --- | --- |
| **JOB TITLE:** | **Salaried GP** |
|  |  |
| **REPORTS TO:** | **Clinically: Dr Rebecca Shand****Administratively: Site Manager** |
|  |  |
| **SITE:** | **Bewdley Medical Centre** |
|  |  |
| **HOURS:** | **6 sessions** |
|  |  |
| **SALARY:** | **Dependent upon experience** |
|  |  |

|  |
| --- |
| **Job Summary** |
| We utilise the expertise of a large partnership, with our organisational structure already in place, so that we are able to offer an excellent working environment and a good work/life balance. We are looking for a keen and enthusiastic team player who can demonstrate commitment and flexibility with the drive to deliver a high standard of patient centric medicine whilst maximising primary care business opportunities. We are seeking Doctors who share our passion and who can assist the partnership to become the best it can be in a modern NHS. An interest in men’s health and orthopaedics is preferred. |
| **Job benefits:** |
| * Strong clinical teams who have excellent relationships
 |
| * Each routine session is capped at 16 contacts
 |
| * Supporting the ANP-led visiting team (infrequently)
 |
| * Designated central team with superb IT infrastructure
 |
| * GMS practices - List size 16,000
 |
| * Monthly Education meetings
 |
| * High QOF achievement
 |
| * Special interests supported and developed
 |
| * Excellent financial package
 |
| * Indemnity paid in full
 |
| * BMA contract
 |
| * 6 weeks annual leave / Generous study leave
 |
| * Great opportunities to develop and career progression
 |
| * Beautiful countryside with easy access to M5 and M42 Birmingham
 |
|  |
| **Confidentiality** |
| * In the course of seeking treatment, patients entrust us with, or allow us to gather, sensitive information in relation to their health and other matters. They do so in confidence and have the right to expect that staff will respect their privacy and act appropriately.
* In the performance of the duties outlined in this job description, the post-holder may have access to confidential information relating to patients and their carers, practice staff and other healthcare workers. They may also have access to information relating to the practice as a business organisation.  All such information from any source is to be regarded as strictly confidential.
* Information relating to patients, carers, colleagues, other healthcare workers or the business of the practice may only be divulged to authorised persons in accordance with the practice policies and procedures relating to confidentiality and the protection of personal and sensitive data.
 |

|  |
| --- |
| **Health & safety** |
| The post-holder will implement and lead on the full range of promotion and management their own and others’ health, safety and security as defined in the practice health & safety policy, the practice health & safety manual, and the practice infection control policy and published procedures. This will include (but will not be limited to):* Ensuring job holders across the practice adhere to their individual responsibilities for infection control and health and safety, using a system of observation, audit and check, hazard identification, questioning, reporting and risk management.
* Maintain and up to date knowledge of health and safety and infection control statutory and best practice guidelines and ensure implementation across the business
* Using personal security systems within the workplace according to practice guidelines
* Identifying the risks involved in work activities and undertaking such activities in a way that manages those risks across the business
* Making effective use of training to update knowledge and skills, and initiate and manage the training of others
* Using appropriate infection control procedures, maintaining work areas in a tidy and safe way and free from hazards, and initiation of remedial / corrective action where needed
* Actively identifying, reporting, and correction of health and safety hazards and infection hazards immediately when recognised
* Keeping own work areas and general / patient areas generally clean, identifying issues and hazards / risks in relation to other work areas within the business, and assuming responsibility in the maintenance of general standards of cleanliness across the business in consultation (where appropriate) with other sector managers
* Routine management of own team / team areas, and maintenance of work space standards
 |

|  |
| --- |
| **Equality and Diversity** |
| The post-holder will support the equality, diversity and rights of patients, carers and colleagues, to include:* Acting in a way that recognizes the importance of people’s rights, interpreting them in a way that is consistent with practice procedures and policies, and current legislation
* Respecting the privacy, dignity, needs and beliefs of patients, carers and colleagues
* Behaving in a manner which is welcoming to and of the individual, is non-judgmental and respects their circumstances, feelings priorities and rights.
 |

|  |
| --- |
| **Personal/professional development** |
| The post-holder will participate in any training programme implemented by the practice as part of this employment, such training to include:* Participation in an annual individual performance review, including taking responsibility for maintaining a record of own personal and/or professional development
* Taking responsibility for own development, learning and performance and demonstrating skills and activities to others who are undertaking similar work
 |

|  |
| --- |
| **Quality** |
| The post-holder will strive to maintain quality within the practice, and will:* Alert other team members to issues of quality and risk
* Assess own performance and take accountability for own actions, either directly or under supervision
* Contribute to the effectiveness of the team by reflecting on own and team activities and making suggestions on ways to improve and enhance the team’s performance
* Work effectively with individuals in other agencies to meet patients’ needs
* Effectively manage own time, workload and resources
 |

|  |
| --- |
| **Communication** |
| The post-holder should recognize the importance of effective communication within the team and will strive to:* Communicate effectively with other team members
* Communicate effectively with patients and carers
* Recognize people’s needs for alternative methods of communication and respond accordingly
 |

|  |
| --- |
| **Contribution to the implementation of services:** |
| The post-holder will:* Apply practice policies, standards and guidance
* Discuss with other members of the team how the policies, standards and guidelines will affect own work
* Participate in audit where appropriate
 |

**Person Specification – Salaried GP**

|  |  |  |
| --- | --- | --- |
| **Experience:** | **Essential** | **Desirable** |
|  | * Experience of working within Primary Care
 | * Experience of working in a GP surgery
 |
| **Qualifications:** | **Essential** | **Desirable** |
|  | * Professional qualification
* Evidence of continuous development
 | * Evidence of recent management & leadership development
 |
| **Knowledge & experience:** | **Essential** | **Desirable** |
|  | * Working independently
* Auditing practice’s compliance against NICE technology assessment guidance
 | * Previous experience/equivalent in Primary Care/GP practice role
* Demonstrable track record of achievement in quality, patient safety and patient experience
* Experience of effective partnership and working with internal and external stakeholders
 |
| **Personal Attributes:** | **Essential** | **Desirable** |
|  | * Able to build a rapport with patients and staff
* Excellent communication skills
* Able to work as a team player and independently
* IT skills
 |  |
| **Other:** |  |  |
|  | * Self-directed practitioner
* Highly motivated
* Flexibility
* Enthusiasm
* Team player
* Ability to work across boundaries
 |  |